

Imperial Recruitment, Training and Indoctrination

Datamemo

To: All Sector Commanders
From: General Nasda, ISB

Subject: Imperial Recruitment

Following the defection of the Imperial Army infantry units of Wazta (see Imperial Communiqué #2734.19g), an unspecified number of Imperial Navy vessels and their crews have deserted. This spate of defections to the Rebellion must stop. We cannot continue to allow Rebel sympathizers to enter Imperial service for the sole purpose of undermining morale.

At the same time, unexpected losses suffered by Imperial forces engaged against Rebels in the Yavin system have highlighted the need to increase the rate of Imperial recruitment. You will personally ensure that your recruitment and training procedures are brought into line with the following directives.

Recruiting: Recruits for any section of the Imperial services must have a high level of loyalty to the Empire. In light of recent desertions, we can no longer rely on troops or officers whose loyalty is in any way questionable.

You will therefore cease to recruit on worlds which have been subject to Imperial bombardment or planetary assault in the last 10 standard years. Worlds which have a history of liberal or independent traditions are also to be avoided as these worlds are known to be breeding grounds for the Rebellion.

Recruiting drives shall be directed on worlds known to be loyal to our glorious Emperor. The worlds forming the Imperial Core still provide the best and most able recruits. These shall continue to form the majority of our officer pool, their beliefs in genetic superiority making them ideally suited for command.

The next recruiting area is those worlds which border the Imperial Core, and which are not proscribed under the directives above. Here, a life in the Imperial services can be presented as glamorous and exciting. Recruiters should represent the military as a chance for candidates to improve themselves and develop long and full careers in the Imperial forces. Emphasis will continue to be placed on the benefits to be gained from the services: travel and adventure, learning valuable skills, opportunities for promotion and command, and the respect to be gained from serving the Empire.

Other valid areas for recruitment drives are the frontier worlds. These worlds should be carefully scrutinized prior to recruitment, as a small number of them are known to be sympathetic to the Rebel cause. Do not overlook these systems as a source of officer cadets.

Primitive worlds should continue to be scoured for recruits as these people make excellent assault soldiers. Their lack of technological knowledge is more than offset by the ease with which they can be indoctrinated. These troops are highly expendable, and this should color your recruitment accordingly.

Screening: In order to ensure that only the best are recruited, you shall continue to maintain stringent entry requirements. The need to find more recruits is not an acceptable reason for lowering the quality of those recruited. Recruits must be physically fit, brave, intelligent (may be waived in the case of certain infantry regiments), and loyal.

Initial screening will continue to be carried out by Screening Officers at Imperial Recruitment Offices. Checks will be conducted into potential recruits' background, school reports and home life. Screening Officers should determine why candidates wish to join, and if they wish to apply for officer training.

Instruct your personnel to watch for any Rebel connections or family members with known Rebel sympathies. Candidates who fail to match the preliminary requirements should be rejected. However, suspected Rebel infiltrators should be encouraged to join and the ISB informed immediately.

Those candidates who pass initial screening (including suspected Rebels) will be sent to Training Centers where the candidates will be given further medical examinations and assessed for their intellectual capacity. Retina scans will be carried out and matched against available records.

Policy of Assignment: Initial procedures will have determined which services and branches applicants wish to join. Where possible, recruits should be posted to their chosen positions. Where screening tests show that recruits would be better suited to another branch, this should be implemented as soon as possible. Remember

that personnel cannot leave the service before their contract is fulfilled, but dissatisfaction with an assignment has been shown to have a detrimental effect upon morale.

To the less intelligent recruits, the infantry divisions should appear to be glamorous, making their transfer to the infantry seem a logical and beneficial progression.

Stormtrooper units will continue to be formed in the standard manner, and therefore fall outside of your jurisdiction. However, the Empire is always looking for people with high aptitudes and initiatives to undergo specialist training. The files of any recruits who match this criteria should be forwarded to Imperial Command.

Indoctrination: While the loyalty of our recruits should be high, initial training shall serve to further increase this loyalty. The anarchic viewpoint of the Rebel Alliance shall be stressed along with the Rebels' disregard for law and order. The Empire is the only force in the galaxy which actively promotes stability and peace. Our troops are engaged in a noble crusade against the forces of disorder, and every trooper should be aware of this. By the end of basic training, recruits should willingly die for the Empire.

The great size and strength of the Imperial war machine should also be stressed, along with the belief that each recruit has an important contribution to make. Unit morale is very important, and personnel should feel that their individual unit is the best there is.

Any inquires regarding this communique should be addressed to the ISB.

The Imperial Army

(The following is extracted from "The Imperial Army -- A Guide to Army Training for New Recruits.")

The Imperial Army is vast. It is the largest army that the galaxy has ever seen. Our forces can be found protecting law and order and righting wrongs on thousands of planets. We maintain peace and a relaxed environment on countless worlds threatened by Rebel terrorists. No matter what branch of the Imperial Army you join, you will be serving the many and diverse sentient lifeforms of our glorious Empire. You'll be in the forefront of the New Order. You can be proud to serve the Emperor and make the Empire a safe place to live.

Basic Training

When you join the Imperial Army you'll find it hard to begin with. You most likely won't be used to sharing your room with six or seven other people. You won't be used to taking orders, and you'll probably find that drill is something you hate.

You may find it a pain to look after your equipment and weapons. The effort you have to spend maintaining your blaster may seem like a waste of time. But the discipline you undergo now will prove to be very beneficial in the long term.

It will help you to remember that everything we teach you during basic training is done for a reason. Drill builds up team spirit, and trains you to act quickly and effectively in times of need. And when you're on active service, you'll be glad of the time you spent learning to maintain your equipment.

We'll make you fitter and healthier than you've ever been. You'll spend hours building up your stamina and strength. We'll take you on long marches to ensure that you are up to the rigors of army life. By the end of it you'll be tired, but fit: ready for anything the galaxy can throw against you.

The Imperial Army is the best in the galaxy, and that means that every soldier is highly trained to carry out the various jobs demanded of him. In the Imperial Army we don't send you into battle half-trained. That would cost us and you dearly. We have a galaxy to protect and dead soldiers are of no use to us. That's why we take the time to teach you how to handle your blaster and yourself.

We also show you how the Imperial Army is organized and your role within it. So, whether you're a member of an armored unit, an infantry regiment, the artillery, the engineers, or the communications corp, we ensure that your basic training is second to none.

When you're on active service with your unit operating thousands of kilometers from base, life can be very hard. At drop camp we aim to prepare you for every situation that you're likely to face.

Your basic training is conducted at one of the thousands of drop camps throughout the Empire. Drop camps vary greatly, depending on your unit and its intended sphere of operations. The Imperial Army operates all around the galaxy, and its soldiers must be prepared to operate under many different conditions.

We train you in the types of environments that you will be seeing the most action in. For most regiments, this will be on standard worlds with a wide mix of terrain types. We'll teach you to survive and operate in jungles, deserts, swamps, arctic regions, forests, and how to handle yourself under different planetary gravities.

There are many specialist units within the Imperial Army, units which are trained to deal with specific terrain and atmosphere types. While we normally rely on recruits who come from exotic worlds to form the main bulk of our special operations forces, you may find yourself posted to one of these units. If that's the case, we'll ensure that you can handle yourself, so there's nothing to worry about. Every soldier needs to have some familiarity with the diverse worlds of the Empire because, in times of need, you may find yourself posted to some very strange places indeed. At drop camp we can't guarantee to give you first-hand experience of these worlds, but we'll do our best to prepare you.

The Navy

While the Imperial Navy provides us with interplanetary transport and ground support in the form of TIE fighters, bombers, and the massed batteries of the fleets, it is the Army which really wins the wars. We are the ones who go in and capture ground, garrison troublesome systems, and deal with the Rebels face to face. The Army forms the cutting edge of the Imperial services, and we do so by getting results.

The Army is for beings who seek excitement and travel. The Navy rarely sets foot upon the worlds which it patrols. For them, warfare is an exercise in logistics and computer programming. How many Navy personnel ever get to see the people they fight? Very few. Only the TIE fighter pilots ever see any real action, and they make up a very small fraction of the Imperial Navy's personnel. While the Navy is not composed entirely of "vacheads," it is often remote from the worlds and peoples of the Empire.

Raithal Academy

Of all the Imperial Army Officer Training Academies, Raithal Academy is renowned for producing the best officers in the Army. Here, young hopefuls receive a year's training designed to turn them into the competent officers that the Imperial Army needs for its regiments. The training is hard and intense, aimed at turning out officers who can confidently lead troops even under the most gruelling of conditions.

At this academy, young officers undergo rigorous psychological examinations designed to test their mettle and turn them into hardened soldiers. Loyalty to the Empire is deeply instilled, ensuring that the young officers always place the Empire before their personal safety. The need to balance self-sacrifice with self-preservation is an essential part of this training, as the Empire requires officers who know when to fight to the end, and when to surrender in the hopes of serving the Emperor another day.

The training is hard and intensive, involving grueling physical and military exercises. Every Imperial Army officer is expected to be able to survive in the field along with the men under his command, and to gain their respect by doing so. There is no room for students who have taken the army life in hopes of a cushy career.

Survival forms an important part of each officer's training, as does the ability to resist interrogation. Every officer spends a week or more in an interrogation center which simulates the type of treatment they will receive at the hands of the enemy. While not all officers survive this training, those who do emerge with a greatly strengthened character and a healthy hatred of the Rebel Alliance.

Great emphasis is placed on an officer's ability to lead men in the most adverse of conditions. Officers are taught the two-fold method of leadership -- fear and respect. They are trained to draw on common soldiers' fear of disobeying orders, which is disciplined into all troops. While hard discipline and fear of their officers forms an integral part of every soldier's outlook, the academy also aims to teach its officers to lead by respect and example.

Officers from Raithal Academy are strong, confident, capable and loyal, making them a valuable asset in the Empire's struggle to maintain law, order and peace in these times of bloody rebel-lion.

See your local recruiter today to find out more about the Imperial Army.

The Imperial Navy

"... You are part of the greatest navy ever assembled. The might of the Empire rests on the military -- and the Imperial Navy embodies the most elite and trusted segment of that power. Only the best, the most disciplined, are admitted to our ranks. We who serve the Emperor in the Imperial Navy have made this Empire the irresistible, galaxy-spanning force it is today."

-- Excerpt from Academy cadet indoctrination speech delivered by Fleet Admiral Holt.

The Imperial Navy has grown from a peace-keeping and defensive force under the old Republic into an aggressive tool for the unification and control of the Empire. Although the Army provides the Empire's obvious physical presence on subject worlds, they reach their objective through the Navy's ships, often maintaining position only with naval interdiction and ground support. It is the Navy which has mastery of Imperial space, giving the Emperor the means with which to bind his vast realm into one whole. And it is the Navy, with its mighty vessels and valiant TIE starfighter pilots, which offers the most awe-inspiring and appealing image of military prowess under the New Order.

"Very often mission requirements compel us to work closely with the Army. It is counterproductive to let a negative attitude toward ground troops interfere with the accomplishment of mission objectives."

-- from a lecture on inter-service cooperation by Training Lieutenant Danos.

"I don't take any smart talk from treads. If they get in my way, I offer them a quick trip out the nearest airlock. They have to back off. They got no thrust on shipboard, and no vector to use it in."

-- unofficial comments on soldiers by Training Lieutenant Danos.

The demands of service in the Imperial Navy are unique and not always appreciated by outsiders. This lack of appreciation comes to a head in the rivalry between Army and Navy. Most Navy men regard soldiering as an uninspired profession, a physically taxing occupation requiring only brainless obedience at most levels. Ground strategy and tactics are simple two-dimensional problems using predictable formulae.

Army troops can never maintain close unit-level teamwork for extended periods in the heat of a battle, when individual initiative becomes paramount for survival. And even in the worst of situations, a trooper knows the odds are with him: a soldier in combat is far more likely to be injured than killed.

In contrast, naval crewmen know that, in the worst situation, not only will one die, but every one in his section or ship is likely to die along with him. Exposure to vacuum is a very real consequence of battle; there are very few injured crewmen in space, only dead ones. Yet even under the most stressful circumstances of combat, crewmen live, eat and breathe teamwork. A ship's crew must function as a single entity in order to accomplish its mission, and this frictionless interaction is a high ideal among crews. Any cretin can sweat on the ground and shoot a blaster rifle, but it takes a large degree of discipline, intelligence and training to execute the technical specialties demanded of Navy crews. Even naval strategy and tactics are far more challenging and exiting than their ground-based parallel, for naval problems take place in a three-dimensional arena where it is commonplace and necessary to cope with tens or hundreds of complicating factors.

Joining the Imperial Navy

Naval service attracts a different sort of personality type than does the Army. Qualified recruits with the right personality profile are eagerly accepted into its ranks. Many with officer potential come from regional or sector military schools, where the best of a world's inhabitants are groomed for local and Imperial military careers. Highly-rated recruits who already have their pilot's certification are of special interest as potential candidates for starfighter training.

Naval training is decentralized and conducted at designated sector locations called fleet camps. After completion of fleet camp, trainees attend advanced schools for further education in the technical specialties of their assigned branches.

Beings chosen for officer training are selected both from recruits new to the military and from active duty crewmen recommended by their superiors. These crewmen-cadets attend one of many naval academies located throughout the Empire. Although often called an "Imperial Naval Academy," such institutions are more properly termed Sector Naval Academies, to differentiate them from the original Imperial Naval Academy after which they are modeled.

Each Sector Naval Academy is an Imperial institution which shares a uniform training program and curriculum with others of its kind. Officer training occupies one standard year. It includes military indoctrination, education in technical specialties, and training cruises. When a crewman-cadet graduates he is commissioned as a lieutenant, and often goes on to advanced technical training.

Officer candidates who rate in the top two percent of their qualifying tests have the opportunity to attend the Imperial Naval Academy, the original and oldest of the academies. An applicant must receive the endorsement of his Moll, and undergo a more thorough background investigation than other officer candidates. If accepted, he is inducted as a cadet and boards a transport bound for the Academy.

"The time you spend at this Academy is the longest period of officer training in the Empire. At the end of 30 months of rigorous physical and academic training you will receive a commission as a lieutenant in the Imperial

Navy. You will know more than your peers, and have greater responsibilities than your peers. If you perform your duties well, they will not remain your equals for long. Officers from this Academy -- and only this Academy -- are recognized as the very best the Emperor has to command.

"You will serve the Emperor best by mastering everything you have come here to learn: the behavior and standards expected of an officer of the Imperial Navy. If you are selected for flight school, you have even more demanding training ahead after your graduation. You are expected to complete it with the same degree of excellence you will show in your Academy studies.

"Our credo is Service. Fealty. Fidelity.' This may be the first time you have heard it. By the time you graduate, it is one you will never forget."

-- Excerpt from Academy cadet indoctrination speech delivered by Fleet Admiral Holt.

The epitome of officer training is the Imperial Naval Academy. Its academic standards are stringent and its training methods are the most advanced of their kind. The Academy system is designed to instill loyalty, build discipline, and develop team interdependence. The greatest of naval commanders and fighter pilots have come from the Academy. Graduation from it is almost essential for promotion to the very highest echelons of naval command.

The exact location of the Imperial Naval Academy is unknown to most who study there. Cadets board a transport and disembark on the grounds of the institution ignorant of which world they are on. Only in this way can the wealth of highly classified information and equipment at the Academy be protected from Rebels, other insurgents, and the politically questionable who cannot be trusted with the secrets of the Empire.

Flight Training

The highest aspiration of most young naval officers is to become a starfighter pilot. It is the single most dangerous, demanding, and prestigious job in the Imperial Navy. Only officers who graduate in the top five percent of their class qualify for flight training. The remaining top third of their class qualifies for flight-related specialties such as astrogation, weapons systems, and other support skills. Because of the tough entrance requirements and extensive training offered at the Imperial Naval Academy, all officers in the top third of the Academy qualify for flight.

Before instruction is half over, pilots begin to fly training missions under actual combat conditions. This trial by combat policy swiftly adapts the trainee to combat, culling those who are unfit and teaching the rest things they could never learn under peaceful training conditions. By the time a pilot is certified for combat, he flies missions as regularly as other starfighter pilots. The new pilots are then transferred to the wing which is their permanent duty station.

Branches

The Imperial Navy is divided into four branches.

Line Branch handles strategy, tactics, and administrative functions primarily through its Deck, Logistics and Administration Divisions, its three largest specialties.

Flight Branch oversees flight operations of combat vessels. It consists of Flight Division, and several smaller support specialties. The Navy Order of Battle (see Chapter Eight) falls under this branch.

Fleet Support Branch maintains vessels in operating condition. Its Engineering Division handles structural and drive-related matters, while Technical Services deals with power distribution, environment, and other specialties that do not fall under the Engineering Division's purview.

The *Support Service Branch* provides services which help the men and machines of the Navy accomplish their mission. Its major divisions are Ordnance, which installs and maintains armament; Gunnery, which uses the armament; Communications, which handles information systems and traffic; Biological, which performs medical services and research; and Astrogation, which handles hyperspace and navigation-related tasks.

"...In this time of rebellion and turmoil, most of you can expect to be stationed aboard vessels which will see action, or at bases which assist those ships. Others will be placed on picket in remote star systems, or be assigned planet-side to ordnance dumps, research stations, or other support duties.

I cannot disguise the fact that some of these are unexciting missions, galling to the crewman anxious to prove himself in service to the Empire. I can encourage you to take heart, for your duty assignment is re-evaluated biannually. If there is need, and your performance warrants it, you will be transferred to a more vital assignment. In the same way, those who have seen combat for more than two standard years are rotated out

to less taxing duties, allowing fresh vessels and crew to take their place. At least, that is the ideal the Navy strives for."

-- Excerpt from crew graduation speech at Prefsbelt Fleet Camp, delivered by Moff Gaaqu.

This first appeared in the Imperial Sourcebook by Greg Gorden, published in 1989 by West End Games.